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The history of women in industry shows that women have never been thoroughly trained for their work and have found it difficult to acquire proficiency. Consequently, they have "come to be to an alarming extent the cheap laborers of the employment market, the unskilled and underpaid drudges of the industrial world"—a general conclusion which was also reached by Miss Butler in *Women and the Trades* in the Pittsburgh Survey.

As is explained in the introduction, a somewhat disproportionate amount of space in this volume is given to the early work of women, information concerning which is only recently available from rare early sources. If any criticism is to be made of so able a report, it is, perhaps, that the transition from the early and middle period of women's work to the actual present situation is not always clearly stated and this is a distinct desideratum.

It is to be noted as a matter of general interest that the newspapers of the middle of the century, in contrast to ours, seem to have been surprisingly active in the investigation and publication of trade and labor conditions. Much of the material of this report is drawn from them. Other sources of the report are the Federal Census and other government publications, state labor and statistical bureau reports, old books, pamphlets, and newspapers. In addition, representative industrial establishments were visited and persons familiar with the industries were consulted.

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Report on the Condition of Woman and Child Wage-Earners in the United States. In 19 volumes. 61st Cong., 2d Sess., Senate Doc. 645. Prepared under the direction of CHARLES P. NEILL, Commissioner of Labor. Vol. X. *History of Women in Trade Unions.* Washington, 1911. Pp. 236.

This volume is in two parts; the first deals with the period from 1875, the beginning of organization of women into trade unions, through the activity of the Knights of Labor, the second, with the later history from the organization of the American Federation of Labor through 1909. A supplementary statement gives developments of 1909-11.

The following conclusions are reached in the first part: Women's unions, until the last generation, have been ephemeral in character, organized often temporarily in times of strikes. They have been, to a

greater degree than men's unions, led from outside the ranks of wage-earners. The organizer of women has, in addition to the obstacles familiar to the organizer of men, women's short trade life to contend with. Women in trade unions have resisted unfavorable conditions, have at times won a shorter work-day, have maintained or raised wages, and improved conditions of work. Prior to the formation of the American Federation of Labor, success in securing permanent improvement has come not so much through the strike as through a stand for protective legislation. As will be seen, this attitude toward protective legislation was not found by the writer of the second part of this volume to exist in the later years until very recently.

The second part of this volume is based upon an investigation of over 200 typical local trade unions in 1908-9, schedules secured from 262 others, and returns from local unions reported by the state labor bureaus of Massachusetts, Missouri, and New York. At the time of the investigation it seems that trade-union members formed but a small proportion of working-women; nevertheless, the proportionate amount of unionism among women is not far behind that of men.

An interesting discussion of the obstacles to the organization of women emphasizes two in particular—the temporary character of women's trade life and the strong opposition of employers to trade unions among women. The mixed union has been more effective than the woman's union in gaining advantages speedily, but this is due to the fact that women in joining it have joined old, strongly established organizations; in these, however, they lose the training in trade unionism which membership in women's locals gives them.

It is probable that women's unions have, in this last period, accomplished some increase in wages, some reduction in hours and gains in conditions of work, although their acquiescence in unfavorable conditions has limited their accomplishment. "Practically nothing in the way of securing improved legislation" has been accomplished by the women's unions themselves; indeed little united stand for it has been made by them until very recently under the influence of the Women's Trade Union League. The interest of women in unionism is "not yet by any means general and keen," but it seems to be growing.

The Supplementary Statement adds that since 1909 there has been a marked growth in the number of women's unions and a still larger growth in membership.

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